

CALPERS
REAL ESTATE UNIT
RCP COMPLAINT/CONCERN LOG
JULY 1, 2007 - JUNE 30, 2008

ATTACHMENT 4

Notice Date (Approx.)	Nature of Complaint	Property Name/Location	Property Sector	Partner	Partner Contact	Outcome Resolution	Outcome Date (Approx.)
11-Oct-07	On October 11, 2007, SEIU Healthcare sent a letter to Ted Eliopoulos, Senior Investment Officer, Real Estate, asserting that SHP Asset Management (SHPAM) and SHP Senior Living Services (SHPSLS) were in violation of Section M (Neutrality) of the Responsible Contractor Program Policy. SEIU indicated that SHP Management was not maintaining neutrality and expressed that individual members of the SHP workforce were interested in joining a union, but feared reprisal.	1) South Point Square, Port Charlotte, FL 2) Lake Port Square, Leesburg, FL 3) Regency Oaks, Clearwater, FL	Senior Housing	SHP Senior Housing Fund, LLC	Craig Anderson	In October 2007, SEIU Florida Health Care submitted a complaint against SHP Asset Management stating that SHP was in violation of the neutrality provisions in CalPERS Responsible Contractor Program Policy. Staff initiated the Complaint Investigation and Resolution Process outlined in Appendix 2 of the RCP Policy. Staff retained consultant Allan Emkin to gather additional information and help fully understand the basis of the complaint. Staff and consultant facilitated meetings with SHP and SEIU in an attempt to address the concerns identified in SEIU's letters. Staff consistently urged SHP to remain neutral and keep open lines of communication with SEIU on all matters related to labor organization efforts at SHP properties. Upon completion of the investigation on March 3, 2008, Real Estate's SIO sent letters to SEIU and SHP stating staff's decision on the complaint. The letters noted CalPERS deep interest in the well-being of workers employed at System-owned property. Staff urged SHP to be neutral in the process, asked SHP to consider the SEIU request, staff encouraged SHP to consider mediation as a means of exploring possible options for resolution of the complaint, and requested SHP memorialize their decision in a letter to SEIU. On March 17, 2008, staff received a letter from SHP stating that they would not enter into mediation. SHP also wrote to SEIU denying violation of the RCP and restating that they would not enter into SEIU's requested collective bargaining agreement. On March 27, 2008 staff received notice from the National Labor Relations Board that the charge against SHP had been withdrawn.	18-Mar-08